IT'S TIME FOR EASTER
Shopping with the Union Label

Easter and Passover come early this year—the first week in April. When you're shopping for new apparel for the family—you will be looking for good styling, good value *and* the union label. When you see the ILGWU label, you know the garment was made by skilled union craftsmen under decent working conditions. You also know that the worker who made it can buy the union products or services which you or your spouse produce. For job security—for fashion security—

insist on the union label!

LOOK FOR THE ILGWU UNION LABEL IN ALL WOMEN'S AND CHILDREN'S APPAREL

1969 EASTER SEAL CAMPAIGN DATES: MAR. 1—APRIL 6

1

MEET DONNA KAY HOWELL
THE 1969 OFFICIAL EASTER SEAL CHILD

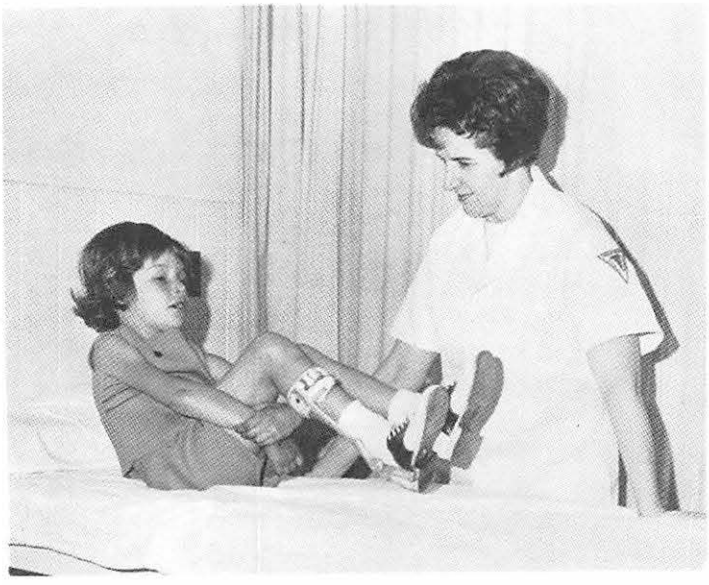
Three years ago, when she was four, Donna Kay was crippled by a rare childhood stroke which left the right side of her body completely paralyzed. She couldn't stand or walk, and she had a problem with her speech.

Now, Donna Kay is seven and in public school, where she is shown with her teacher and classmates. She's making a remarkable recovery, thanks to the skill of doctors, and the physical, occupational and speech therapists at the Easter Seal Rehabilitation Center in Tallahassee, Florida.

Her speech defect has been corrected, and her physical therapist is working with Donna Kay to make her hand and leg work as they used to.

Donna Kay is one of the quarter-million handicapped children and adults who annually depend on Easter Seal services.

2



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POSTMASTER'S NOTE: Please report all undeliverable magazines to The Signalman's Journal, 2247 Lawrence Ave., Chicago, Ill. 60625 on Form 3579.

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INTERNATIONAL LABOR PRESS AFL-CIO ASSOCIATION

A Message From President C.J. Chamberlain

ON FEBRUARY 17, 1969, WE concluded our hearings before Emergency Board No. 175, which was appointed by the President of the United States on January 13, 1969, to investigate our March 1, 1968 wage dispute with the majority of the nation's carriers. The hearings were held in Washington, D.C., in the Departmental Auditorium of the Labor Department. The hearings consumed a total of nine days with each party taking four days for the presentation of their case, and one day used for closing arguments and summation of our positions by our respective legal counsels.

The jury has heard the case and we are now awaiting its report containing recommendations to the President of the United States for disposing of the dispute. The recommendations of the Board are not binding on either party and it will still be necessary for us to reach an agreement with the carriers. We are most hopeful and optimistic that the report will contain recommendations that will serve as a basis for negotiating an acceptable agreement with the carriers for our membership.

Our experience during the Emergency Board proceedings was most rewarding and gratifying, for it reaffirmed convictions which we have held for a number of years that the signal employes who comprise the membership of the Brotherhood of Railroad Signalmen, are a *special* group of employes whose initiative, ingenuity, integrity, talents, and skills are of the highest degree.

It was indeed a personal pleasure to work with our fellow officers, our general chairmen, our witnesses from the field, our legal counsel and economist, and our grand lodge office staff, all of whom contributed immeasurably to the presentation of our case. I am extremely proud to be associated with such a fine group. Their performance was a real credit to our craft and our Brotherhood.

It was quite obvious during the hearings that the carriers are not willing to face up to reality. They might as well recognize that sooner or later they will have to pay appropriate rates of pay to their skilled employes. The substandard wage rates, their perennial poverty plea, and their age-old cry that wage costs are soaring in the industry, can no longer be accepted because they are not supported by facts. If the industry is really serious about remaining competitive in the transportation field, they must recognize the basic fact that the most important ingredient for success is to have the respect and loyalty of their employes. In addresses made by well known leaders in the railroad industry before various groups throughout the country, they talk about the great potential of the railroads and the need to attract the brightest students from high schools, technical schools, and colleges into the industry. They talk about creating an atmosphere of congeniality and a feeling of belonging so that present and future employes will take pride in their profession and the contribution they make to the railroad industry. It is very encouraging to hear such remarks from one segment of the top management of the railroad industry, however, it is very discouraging to hear exactly the opposite when one becomes involved in proceedings such as our recent Emergency Board hearings.

In those proceedings the story the carriers told, at least for the record, was quite different. We heard that little or no inequity exists in the pay structure of skilled signal employes. We heard that inequities have been recognized and removed on individual properties by the granting of a few pennies differential to certain positions over the years. We heard that all employes should be compensated equally regardless of their skills. We heard that signal and electronic devices, and all the other complex devices that our members install and maintain daily in the regular performance of duties, are relatively simple devices that do not take much skill or ingenuity to master. We heard many varied versions from the carriers' side about the easy and relatively simple lot of the average Signalman and his profession.

After hearing such statements which are so inaccurate, one has a difficult time convincing himself that they were made by practical, knowledgeable, railroad men. However, this position was taken by the carriers in their presentation before the Board. Of course, our direct negotiations with the carriers in this wage movement had forewarned us as to the position they would take, therefore, it was our primary objective in preparing our presentation to the Board to reveal the fallacy of the carriers' position by showing the various complex types of signal and communication equipment that our members install and maintain. Our presentation included a detailed description and explanation with color slides, by three practical Signalmen from the field—Brother A. E. Littlejohn from the Elgin, Joliet and Eastern, Brother D. A. Dehle from the Southern Pacific and Brother R. W. Maddux from the Texas and Pacific. All three Brothers did a most commendable job in describing types of signal devices, their function and the part the Signalmen—Signal Maintainers play in the installation and maintenance of such devices on the railroads.

This presentation was most impressive and clearly showed the Signalmen—Signal Maintainers to be highly skilled employes. We are hopeful that the Emergency Board members recognized the skills of the Signalmen and will make appropriate recommendations in their report to the President of the United States.

The general chairmen of the Brotherhood of Railroad Signalmen have been requested to convene in Chicago on March 13, to review and discuss the content of the report. At this writing we are awaiting the report and sincerely hope that it will provide a sound basis for reaching an agreement with the carriers in settlement of our March 1, 1968 wage notice.

Emergency Board No. 175

Report To The President

EMERGENCY BOARD NO. 175 was created by Executive Order 11445, issued January 13, 1969, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate and report its findings of the unadjusted dispute between the railroad carriers represented by the National Railway Labor Conference (comprised of the Eastern, Western, and Southeastern Carriers' Conference Committees) and certain of their employes represented by the Brotherhood of Railroad Signalmen, a labor organization.

President Johnson appointed the following persons as members of the Board: Laurence E. Seibel, attorney and arbitrator from Washington, D. C., Chairman; Dr. Jacob Seidenberg, attorney and arbitrator from Falls Church, Virginia, Member; and Rolf Valtin, arbitrator from Washington, D. C., Member. Shortly after the appointment of the Board, the parties agreed to extend the time within which the Board must report its findings to the President until March 7, 1969. On February 6, 1969, this extension was approved by President Nixon.

The Board convened in Washington, D. C., on February 6, 1969, to discuss procedural matters with the parties, and thereafter for nine days between February 7 and February 17, 1969, held public hearings in Washington, D. C., at which the parties were given full opportunity to present evidence and argument. Subsequently, the Board attempted to mediate the dispute.

Background

The Organization represents approximately 10,000 employes who are engaged primarily in the installation, inspection, maintenance and repair of railroad signal devices and related equipment. These employes are classified by the Interstate Commerce Commission into several Reporting Divisions. The Organization represents virtually all employes classified into the four Interstate Commerce Commission Reporting Divisions; 45, 46, 47 and 48.

In addition, the Organization represents approximately one-half of the employes in Reporting Division 44, General and Assistant General Foremen and Inspectors (signal, telegraph, and electrical transmission), and some employes in several other Reporting Divisions. The Organization's membership constitutes about 2 percent of total railroad employment and about 3 percent of total railroad non-operating employment.

On or about March 15, 1967, pursuant to Section 6 of the Railway Labor Act, as amended, the Organization served a notice on most of the Nation's railroads to amend the February 7, 1965 Job Stabilization Agreement. The Carriers' counterproposals were served on or about April 1, 1967. Thereafter, on or about March 1, 1968, the Organization served a notice concerned with requests for wage increases. The Carriers' counterproposals to this notice were served on or about March 25, 1968.

Negotiations were conducted on both a local and a national basis. On August 16, 1968, upon failure to reach an agreement, the parties jointly invoked the services of the National Mediation Board. Mediation efforts proceeded intermittently between September and December. On December 2, the National Mediation Board advised the parties that its efforts had been unsuccessful and urged them to submit the controversy to arbitration. The Organization declined the proffer, while the Carriers indicated their willingness to accept it.

On December 16, the National Mediation Board advised the parties that its services had been terminated under the provisions of the Railway Labor Act and that the employes represented by the Organization were free to withdraw their services on January 15, 1969. The Organization subsequently set a strike date for January 16. On January 13, by Executive Order 11445, President Johnson created this Emergency Board.

Shortly after the appointment of the Emergency Board, but before the proceedings had commenced, the parties agreed to withdraw, without prejudice, the Organization's notice and the Carriers' counterproposals with respect to the February 7, 1965 Job Stabilization Agreement. Hence, the dispute before this Emergency Board is confined to the March 1968 notice and counterproposals.

Presidential Emergency Board No. 175 recommendations call for a twenty cent skill inequity adjustment for skilled employes, effective July 1, 1968.

It also recommended an agreement of eighteen month duration with general wage increases for all classifications of 3½ percent effective July 1, 1968; 2 percent effective January 1, 1969; and 3 percent effective July 1, 1969.

The Board further recommended that (a) the parties should adopt an accident insurance program growing out of the September 1, 1967 Notice, (b) eight guaranteed holidays, and (c) two weeks vacation be granted to employes with two years service.

Also recommended, all proposals advanced by either party which were not disposed of by the report be withdrawn.

At press time the Grand Executive Council was meeting in Chicago, Illinois on March 12, to consider the report.

All General Chairmen were requested to convene in Chicago on March 13, to discuss and review the content of the report.

Discussion and Recommendations

As we repeatedly indicated to the parties both at the hearing and in our mediation efforts, we view the case as primarily concerned with the skilled wage inequity adjustments which the Electricians A, members of the so-called shopcraft group, received under the September 15, 1967 determination of the Special Board, created by Public Law 90-54, commonly known as the Morse Board. These adjustments consisted of four 5¢ increases, effective April 1, 1967; October 1, 1967; April 1, 1968; and October 1, 1968.

Neither party grants that determinative weight should be given to a comparison between the thus-established wages of Electricians A and the wages of Signalmen (we use the term generically to include all skilled employes represented by the Organization, *i.e.*, all Signalmen and Signal Maintainers and all other equal or higher rated employes). Requesting inequity (and general-wage) adjustments of a much greater magnitude, the Organization—though pointing to the Electricians' wages as a factor that needs to be taken into account—urges a host of other comparative measures as well

as a series of more general considerations. The Carriers, though their overall position is of course also made up of numerous and varied contentions, flatly oppose comparison to the Electricians' rates, arguing: (a) that the Morse Board's determination was unconscionably high and that the resulting rates were never agreed to by the Carriers but, rather, were imposed by operation of law; and (b) that non-operating Organizations other than the Signalmen's Organization —particularly those of the Clerks and of the Maintenance of Way employes—represent some skilled employes of various sorts and that these Organizations have accepted skilled inequity adjustments comparable to the skilled inequity adjustment which the Carriers have offered the Signalmen.

We think the following matters are of overriding significance.

First and foremost, we turn to a comparison in terms of the *nature of the work performed and type and degree of skill and knowledge required.* Electricians and Signalmen are not identical—no comparison is perfect—but we think it is clear that they are substantially comparable in these respects. We have been led to a number of considerations which confirm it, but perhaps the most telling confirmation lies in the following statement from the Report of Emergency Board No. 159 (which considered the skill level of Signalmen):

> ". . . Under General Order 27 of the Director General of Railroads, as supplemented in 1920, which both parties have referred to as the last time when there was a systematic classification of the various skilled crafts of railroad labor, signalmen and signal maintainers were placed *in the category of electrical workers first class* and received the same hourly rate as shopcraft employes in the journeyman or mechanic's category." (Emphasis supplied.)

The Carriers have neither challenged the validity of this statement nor contended that there has been a lessening in the level of the Signalmen's skill since the Report of Emergency Board No. 159 was issued in 1964.

Second, until the advent of the Morse Board determination, there had long been the closest of wage relationships between the Signalmen and the Electricians A. The table below covers the period commencing with 1949. It is to be noted, however, that one can go back many more years and find quite the same picture of consistent parity. Disregarding the figures which apply from January 1, 1967, the date from which the Morse Board determination was effective, it seems to us that one cannot help but conclude that these three parties (the Electricians, the Signalmen and the Carriers) have for years in effect been saying that Electricians and Signalmen are "worth" just about the same wages.

We are aware that the Clerks group and the Maintenance of Way group—so heavily stressed by the Carriers as examples of non-operating employes who settled in the current wage round with inequity adjustments well below the shopcraft inequity adjustment—have also had a long parallel wage relationship with the Electricians (and various other non-operating employes). However, though the evidence on job comparability is fragmentary, we have not been convinced that these two groups can similarly be compared to Electricians from the threefold standpoint of type of work, skill and knowledge.

Third, and here we answer the Organization's plea for the use of various "outside" wage comparisons,

Dates	Electricians A	Signalmen (East)	Signalmen (Southeast and West)
9/1/49	$1.7380	$1.7500	$1.7260
2/1/51	1.8630	1.8750	1.8510
12/1/52	1.9030	1.9150	1.8910
12/3/54	2.0330	2.0450	2.0210
12/1/55	2.1780	2.1900	2.1660
11/1/56	2.2780	2.2900	2.2660
11/1/57	2.3480	2.3600	2.3360
11/1/58	2.4180	2.4300	2.4060
7/1/60	2.6380	2.6500	2.6260
2/1/62	2.6780	2.6900	2.6660
5/1/62	2.7408	2.7528	2.7288
1/1/64	2.8308	2.8528	2.8288
1/1/65	2.9450	2.9528	2.9288
1/1/66	3.0475	3.0528	3.0288
1/1/67	3.2304	3.2054	3.1802
4/1/67	3.2804	3.2054	3.1802
10/1/67	3.3304	3.2054	3.1802
1/1/68	3.3304	3.2855	3.2597
4/1/68	3.3804	3.2855	3.2597
7/1/68	3.5494	Not yet determined	
10/1/68	3.5994		

it seems to us unquestionably true that the Electricians' 1967-68 skilled inequity adjustment is the most compelling basis for determining the size of a skilled inequity adjustment for the Signalmen. Not only does the Electricians' adjustment beg for consideration because it is "close to home" but also it is an adjustment which is itself founded on a conglomerate of yardsticks.

Fourth, we are aware of the Carriers' strong feelings about the shopcraft determination but we do not think that we can be concerned with whether it was arrived at by agreement or imposed by a law-created Board; who the members of the Board were; whether a different Board would have made different assessments, etc. It is the *fact* of the determination and its implementation which matters. In short, the Electricians' c u r r e n t rates "are there," and it is this which has brought about the disruption of the long and consistent wage relationship between the Electricians and the Signalmen.

On the skilled inequity issue, accordingly, it is our recommendation, as clarified and elaborated upon immediately below, that the Signalmen (as defined earlier) be granted a 20¢ per hour adjustment.

1. We are aware that, on the one hand, the Carriers would prefer to establish a fund from which to make selective distributions based on particular local conditions; and that, on the other hand, the Organization would prefer to have the adjustment applied in terms of a uniform percentage to all the skilled employes. Whatever the virtues in either approach, we think they contain problems which outweigh them. With respect to the Carriers' approach, there could be endless disagreements as to who should receive how much and how little, and—especially since, as will be seen, we are recommending an agreement of relatively short duration—we think that the fund undertaking at this stage would not be in the interest of stability. With respect to the percentage approach, the difficulty is twofold. First, we cannot be certain what the percentage figure would be which would equate, in cost to the Carriers, to 20¢ for all the skilled employes. Second, the primary concern here is with restoring the former wage relationship between the Electricians' rate and the Signalmen's *basic* rate. And, as there is a significantly large number of employes whose rate is above the basic rate, the application of the percentage figure which equates to the 20¢ cost would necessarily mean an adjustment of *less than* 20¢ to the "basic" employes. Again, our concern is one of stability: we do not think it would be served by an application under which the higher classified employes would receive an adjustment of more than 20¢ while the great bulk of the Organization's skilled employes would receive less than 20¢—or, stating it otherwise, by an adjustment which, for this bulk of the employes, would fail to restore the former Electician-Signalman wage relationship. For these reasons, we have concluded, and we so recommend, that the inequity adjustment should be in the form of 20¢ per hour for all the skilled employes.

2. As a matter of eliminating any question about it, we state our opinion that the 20¢ adjustment for the employes who are paid on a monthly basis should be applied on the basis of the comprehended number of hours per month. What matters here is not that the number of hours actually worked is on the average well below the comprehended number of hours but that the monthly-paid employes are subject to working all the comprehended hours and that the parties have made a special arrangement which incorporates the non-payment of overtime rates for certain hours which otherwise would be paid for at overtime rates.

3. For the following reasons, we recommend that the entire 20¢ adjustment be made effective as of July 1, 1968 and be applied as if it had gone into effect *in advance of* the general percentage wage increase to be applied as of that date. First, given the lag vis-a-vis the Electricians, we think it would be inequitable to apply the adjustment for the Signalmen in the same four-stage fashion in which the Electricians received it. Second, when one takes into account the compounding effect of the Electricians' 1968 general percentage wage increase on the portion of their inequity adjustment which had gone into effect by the time the 1968 percentage increase was applied, one comes closest to restoring the former Electrician-Signalman wage relationship by first applying the 20¢ adjustment to the Signalmen's rates and thereupon applying their general percentage wage increase.

On the issues of the cost-of-living-adjustment clause, the general wage increase and the duration of the Agreement, our conclusions are essentially the same as those of Emergency Board No. 174, whose Report was issued less than a month ago, on February 12, 1969.

We quote a portion of its conclusion with respect to the cost-of-living-adjustment issue:

> "Escalator arrangements of this sort are not unknown to the railroad industry, although they have been used less in this industry than in some others. Such provisions were included in railroad collective-bargaining agreements between 1956 and 1959. However, it appears that in 1960 the railroads and the unions involved saw fit to discontinue all or most of those that they had. We are not shown very convincing reasons why the Board should recommend the reintroduction of escalator arrangements that the parties had abandoned."

We concur, and we therefore recommend that the Organization withdraw this demand.

We think that the Organization has not effectively contested the Carriers' proposal for an Agreement of 18-month duration and that the Carriers have brought convincing support for this proposal. We recommend that it be adopted.

With respect to the general wage increase, the Carriers have offered: 3.5 percent effective July 1, 1968; 2 percent effective January 1, 1969; and 3 percent effective July 1, 1969. The Carriers' argument is that the offer conforms to the pattern for the current wage round in the railroad industry; that 65 percent of all railroad employes—another 10 percent were covered in the proceeding before Emergency Board No. 174—have accepted it; that this includes the employes represented by all the other non-operating organizations, with the exception only of the shopcraft organizations (whose negotiations for the current round have not yet begun); and that the Carriers' policy of equality of treatment among the many labor organizations with which they must deal is of critical importance to all concerned.

Here again, our conclusion so closely parallels that of Emergency Board No. 174 that we once more quote a portion of its Report:

> "This Board agrees with the Organization that the fact that other unions may have accepted a particular pattern of wage increases is not of itself adequate

reason why ORCB should accept the same pattern. Each organization is entitled to have its wage demands considered on their own merits. Nevertheless, the fact that a large number of other unions have accepted a particular settlement is a fact of which the Board must take cognizance. A wage increase acceptable to the majority of major railroad unions representing more than a majority of railroad employes is presumptively not grossly unfair or inadequate. . . ."

We think that it was in the skilled inequity area, not the general-wage-increase area, that the Organization had a special problem which begged for a special response. We have so responded. Our recommendation on the skilled inequity adjustment covers approximately 80 percent of the employes represented by the Organization. Together with the general wage increases offered by the Carriers, the vast majority of the Organization's members would receive a three-step increase totalling about 14½ percent over an 18-month period. In terms of the rise of the basic Signalman rate, it is a matter of going from $3.2855 to $3.7901 in the East and from $3.2597 to $3.7620 in the Southeast and West. It simply cannot be contended that this is anything less than substantial wage progress.

We recommend, therefore, that the Organization accept the general wage increases which the Carriers have offered.

The parties have informed us that they are in agreement on three matters, which would be adopted if a settlement of this dispute were effected. These are: (a) the insurance item growing out of the September 1, 1967 notice; (b) the "guarantee" of the eight holidays, subject to the preclusion of multiple time-and-a-half payments for work performed on the holidays; and (c) the lowering of the service requirement for two weeks of vacation from three years to two years.

Finally, we recommend that all proposals advanced by either party which are not disposed of by this Report be withdrawn.

Respectfully submitted,

[s] Jacob Seidenberg
Jacob Seidenberg, Member
[s] Rolf Valtin
Rolf Valtin, Member
[s] Laurence E. Seibel
Laurence E. Seibel, Chairman

Washington, D. C.
March 7, 1969

Live A Little Longer

Quitting Cigarettes

By Dr. William A. Sawyer
IAMAW Medical Consultant

(This column is copyrighted by THE MACHINIST and is reprinted through the courtesy of the International Association of Machinists and Aerospace Workers. Dr. Sawyer cannot answer individual correspondence.)

THERE ARE NINETEEN MILLION ex-cigarette smokers in the United States. About one in five adult men in this country has quit the habit.

The Public Health Service estimates that 100,000 physicians (half of the physicians who once were cigarette smokers) have kicked the habit. A California survey shows that only 21.3 percent of all physicians in that state are cigarette smokers now. Why do you think so many physicians have given it up? They must have good reasons.

Once you have stopped, you will in less than two weeks or less say farewell to that hacking, shattering morning cough, goodbye to ugly thick phlegm, adios to smoker's headaches and unpleasant, cigarette-induced mouth and stomach complaints. Those who give up cigarettes report a great sense of satisfaction—a tremendous pride in being able to do it.

Financial saving

You will be saving how much? Well, how much do you smoke up in money each week? Could be considerable.

You will no longer burn cigarette holes in clothing, furniture, rugs or tablecloths. (The National Fire Protection Association says that "smoking and matches," caused a property loss of eighty million, four hundred thousand dollars in 1965.)

Food will tend to taste better and your sense of smell will return to normal. Cigarette breath (it can be very offensive) will disappear.

By quitting cigarettes you are starting a program of kindness to your lungs, your heart, your stomach, your nose and your throat.

The regular cigarette smoker runs a risk of death from cancer ten times greater than the non-smoker; men who smoke more than a pack a day have about 20 times the lung cancer that non-smokers have. Unfortunately, early diagnosis of lung cancer is very difficult: only about one in 20 cases is cured.

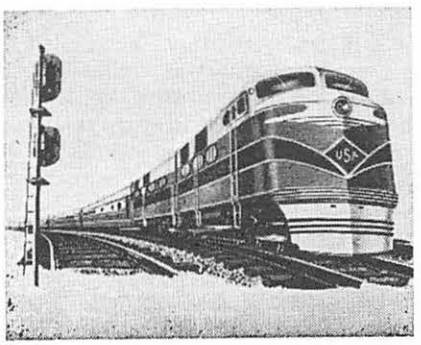
Give your heart a break. Men between 45 and 54 who smoke ten or more cigarettes a day have more than three times the death rate from heart attacks. In ages between 40 and 64, heart attacks prematurely kill some 45,000 cigarette smoking men.

Don't lose ability to take a nice deep breath. Emphysema is now a major cause of physical disability. Most emphysema is caused by cigarette smoking. The disease is both a crippler and a killer, causing the lungs to lose their elasticity. Eventually the effort to breathe becomes a constant agonizing struggle.

Better living

If you stop smoking, you can live better. Giving up cigarettes is the most important action that the average individual can take to improve the physical quality of his daily life, extend his life expectancy, avoid lung cancer, heart disease, emphysema and a number of other miserable ailments.

I am indebted to The American Cancer Society for these facts and comments, which are taken from their interesting pamphlet, entitled, "IF YOU WANT TO GIVE UP CIGARETTES?" It has many helpful recommendations. This pamphlet on the subject will help. Write for a free copy to: The American Cancer Society, 219 E. 42nd St., New York, N.Y. 10017.



Determine Your Rights Under FELA

Members who are injured on the job and the dependents of those members who have been killed or have died as the result of such injuries should by all means ascertain their rights and benefits under the Federal Employers' Liability Act before attempting any settlement with the railroad.

Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. The accuracy of the list that we will publish from time to time depends entirely on the information furnished us. Therefore, everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc.

Vice President G. Orndorff, Room 1812, 220 South State Street, Chicago, Ill. 60604, has been designated to receive and compile this information.

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Denver, Colo. 80202. Alex Stephen Keller, 316 Symes Bldg.
Tel. ALpine 5-3603

Fort Worth, Tex. 76102.
Winfred Hooper, Jr.
Hooper, Steves & Kerry
200 Fort Worth Club Bldg.
Tel. (817) ED5-9377.

Fort Worth, Tex. Contact George L. Schmidt, at Houston, Texas 77004.

Houston, Tex. 77004. George L. Schmidt, 4714 Fannin
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Kansas City, Mo. 64105. Norman R. Jones, Suite 1420, Commerce Tower, 911 Main Street
Tel. HA 1-5411

Little Rock, Ark. 72201. Norman R. Jones, 607 Pyramid Bldg.
Tel. AC 501, Franklin 5-7497

Los Angeles, Calif. 90012. Clifton Hildebrand, 205 S. Broadway, Suite 400
Tel. MAdison 9-2214

Los Angeles, Calif. 90005. George E. Bodle, 3540 Wilshire Boulevard.
Tel. 385-3601

Miami, Fla. 33130. Green and Hastings, 312 Biscayne Building, 19 West Flagler Street.
Tel. 377-9481 Area Code 305

Minneapolis, Minn. 55402. Eugene Rerat, 1100 First National Bank Bldg.
Tel. FEderal 9-9231

New York, N.Y. 10017. John V. Higgins, 535 Fifth Ave.
Tel. YUkon 6-1377

Oakland, Calif. 94612. Clifton Hildebrand, 1212 Broadway
Tel. GLencourt 1-6732

Pittsburgh, Pa., 15230. Robert B. Ivory, 711 Frick Bldg.
Tel. 471-3740

Salt Lake City, Utah 84101. Wayne L. Black, 530 Judge Bldg.
Tel. EMpire 4-3566

San Antonio, Tex. 78205. George L. Schmidt, 1515 NBC Bldg.
Tel. CA 7-7565 Area Code 513

Seattle, Washington 98104
Piehler & Allerdice
924 Arctic Bldg.
Tel. MAin 4-4700

Syracuse, N.Y. 13202. J. Murray Dunn, 707 State Tower Bldg.
Tel. HA 2-0303

Vicksburg, Miss. 39180. James B. Ramsey, First National Bank Bldg.
Tel. VIcksburg 636-5561

Wichita, Kans. 67202. Payne H. Ratner, 444 N. Market, P.O. Box 306
Tel. AMherst 2-6423

Wichita, Kans. 67202. John C. Frank, 615 Union National Bldg. Bldg.
Tel. AMherst 4-0346

Brotherhood Presses Wage Case

GENTLEMEN, THE PRIMARY issue before this Board is the gross inequity that exists in the pay structure of signal employes. This inequitable wage structure of signal employes can no longer be permitted to exist. We recognize that the gap cannot be closed in one step and accordingly have requested a three year contract which will make substantial progress toward our deserved goal of parity with identical occupations outside the industry.

"Our demands are most reasonable and we are confident that after our complete presentation, your Honorable Board will agree and make appropriate recommendations to correct this inequitable wage structure of signal employes."

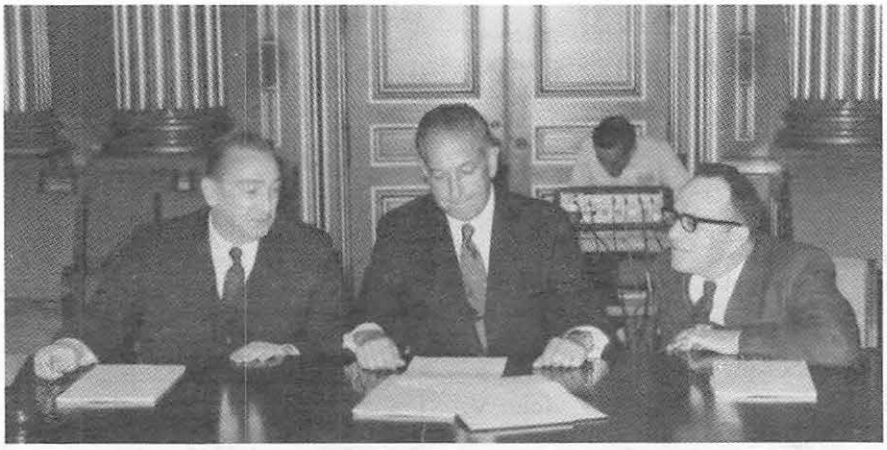
These were the concluding comments of President C. J. Chamberlain to the three members of Presidential Emergency Board No. 175. That Board, composed of Mr. Laurence E. Seibel (Chairman) and Dr. Jacob Seidenberg and Mr. Rolf Valtin (Members) was appointed on January 14, 1969 by former President L. B. Johnson to investigate our national wage dispute with the United States Railroads.

The Emergency Board began hearings in the dispute on Friday, February 7, 1969 in Washington, D.C. The tone of our case was set by our Brotherhood's attorney, Mr. D. W. Bennett, in his opening remarks. "Gentlemen," he said "the issue before this Board involves the compensation—of a skilled group of men that we call railroad signalmen. These men in our view, are a very important part of the manpower resources of the railroad industry."

President Chamberlain, in his opening statement, made these points to back up the Brotherhood's wage proposals:

- **"The art of signaling has advanced so rapidly in recent years that signal employes must be on the alert and constantly apply themselves to keep up with the ever changing technology. No other segment of the railroad industry has changed so vastly or rapidly as the signaling system. Signaling is a primary reason for the progress of the industry."**
- **Signalmen "possess the skill necessary to make the electronic signal systems of the railroads perform efficiently, safely and, in many instances, automatically. Certainly, with the mass of scientific and electronic equipment entrusted to their care, signalmen must be paid a wage commensurate with the duties and responsibilities they fulfill."**
- **Earlier emergency boards recognized these facts and recommended that the wage inequities be adjusted. Instead, the carriers have allowed the wage gap to continue and to worsen.**

After calling the Board's attention to the recent rises in the cost of living, Mr. Bennett said, "With this background the railroads have suggested to these employes that they should accept certain increases which would provide effective annual increases for 1968, last year, about 4.3 percent; for 1969, this year, an effective annual increase of 3.5 percent. I think it readily apparent that these proposals would not equal the annual increases in the cost of living in 1968 and, what can be conservatively estimated, the cost of living rise this year.



Presidential Emergency Board No. 175

These are members of the Presidential Emergency Board that heard the wage dispute between the Signalmen and the nation's Class I railroads. Left to right: Rolf Valtin, Chairman Laurence E. Seibel and Dr. Jacob Seidenberg.

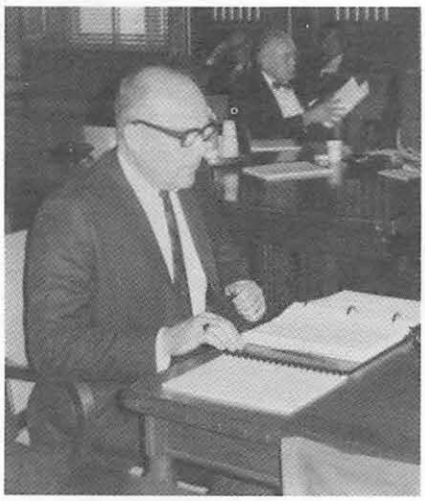
Mr. Bennett then told the Board of recent increases in railroad freight rates and the increase in signal installations. He also discussed signalmen's responsibilities and duties and the shortage of skilled signal employes, and finally, he examined the latest signalmen's wage adjustments and the economic trend in recent years.

President C. J. Chamberlain was our Brotherhood's first witness. He told the Board that our Brotherhood, which represents more than 99% of railroad signal employes in the United States and Canada, was established in 1901, and that our members have since then played a very important part in the railroad industry, covering substantially all U.S. carriers.

Brother Chamberlain outlined for the Board his experience in signal work and with our Brotherhood, starting as a signal helper on the Chicago and North Western in 1938 through each succeeding classification up to leading signal maintainer, at which point he was appointed to a full-time position of grand lodge representative in our Brotherhood. Since that time he has also served as our secretary-treasurer and, since October 1, 1967, president.

Brother Chamberlain next traced the history of signalmen's wage adjustments over the past 36 years. He pointed out that the cents-per-hour adjustments resulted in a severe compression of class and craft differentials which were recognized by Emergency Board No. 145 in 1962. He also cited the recommendations of Emergency Board No. 159 which, in 1964, further recognized the inequities by allowing classes above assistant signalman a 4¢ differential increase with the statement that it was "a first modest step" in eliminating inequities.

President Chamberlain advised the Board that our members are determined that their wage scales be brought into line with their skills and responsibilities and that they are growing impatient with the delaying tactics of the railroads. "Accordingly, we are confident that from the record your Honorable Board will readily understand why it was necessary for us to take the action we have taken and call a national strike in our efforts to



President C. J. Chamberlain made the opening statement as the hearings got under way.

gain a satisfactory settlement of our most reasonable demands," he said.

Next Brother Chamberlain described for the Board some of the signal systems and facilities installed and maintained by signalmen. He discussed the high degree of skill required in the performance of our work on these devices and cited the safety, efficiency and economy afforded the railroads by these systems and our work. After describing some of the adverse conditions under which signalmen regularly work, and the personal hazards involved, he told the Board that, "We in signaling, although relatively small in number, have without question contributed much toward the efficiency and safe operation that the railroads enjoy today. We possess the skill necessary to make the electric signal systems on the railroads perform efficiently, safely, and, in many instances, automatically.

"Certainly, with the mass of scientific and electronic equipment entrusted to our care, signalmen must be paid a wage commensurate with the duties and responsibilities they fulfill. It is imperative that the wage rate of signalmen be sufficient to attract personnel who will be able to cope with the electronic marvels that make up the signal systems of today and the improved systems of the future," he said.

Vice President R. T. Bates enlightened the Board in the matter of signalmen's working conditions. After citing the various job classifications that exist on most railroads, he told the Board that our work "must be performed at the location of the signal devices." He told of signal maintainers and certain others working alone in the field with no direct supervision; he spoke of signal shop employes and enumerated the many tools which they must be able to use and cited the fact that gang men and maintainers work in the field in all kinds of weather.

Brother Bates advised the board members that signal maintainers are assigned to territories and stated that, "Signal maintainers have the responsibility of maintaining the signal system and devices on their territory in a proper condition so that they will perform their intended functions of protecting the traveling public, employes and the rolling stock of the carrier." He then elaborated, enumerating some of the many individual tasks required in fulfilling those responsibilities.

Attorney D. W. Bennett, general counsel for the Brotherhood, reviewed the history of the dispute in his opening statement.

Brother Bates then stated that because of the requirements of their work, many signalmen live away from their homes, working over an entire seniority territory, or the entire property of the railroad, and moving as the work progresses. He also told of the unsatisfactory living conditions and lack of equipment often found in camp cars and trailers. "On practically all carriers signal employes assigned to maintenance sections must hold themselves available for duty outside regular working hours. They receive no compensation for holding themselves available and constantly notifying the carrier where they may be located," he said. He then cited a typical "Subject to Call" rule and described the many hardships and abuses employes must suffer under such rules.

Brother Bates told the Board that, "The responsibilities of signal employes have increased—more and more signal devices are added to the carriers' signal system each year while the number of signal employes used to maintain these devices has declined. An increase in the use of signal devices has not resulted in more signal employes being utilized." He then explained that, in spite of the increase in the amount of signaling, the railroads have eliminated positions and lengthened maintenance territories. He described in detail his own experience.

Brother Bates then discussed the trucks and motor cars used for transportation and the many hazards involved and the adverse conditions under which they must be operated. "The duties and responsibilities of signal employes are many and varied," he said. "Many times in the past signalmen have been referred to as composite mechanics. Lacking a better term, this title may still be a fitting description, although I believe composite technicians would be a more fitting title for signalmen today. The equipment these employes are now required to be familiar with, and capable of installing and maintaining, is still mechanical, but much more complex and technical in nature than it was when the term composite mechanic was first coined many years ago." Citing again from personal experience, Brother Bates advised the Board of the progressive and continually increasing demands upon signalmen brought about by signaling devices increas-

Vice President R. T. Bates testified on Signalmen's working conditions.

Grand Lodge Representative W. D. Best described various signal systems on the railroads.

ing in both number and complexity. He pointed out that signalmen must continually school themselves in order to stay abreast of the demands placed upon them, citing the training programs instituted on some railroads and by our Brotherhood.

Finally Brother Bates told of the difficulties being experienced by the railroads in attacting and holding capable signal employes. He concluded: "In my present position of vice president of our organization, I meet and converse with management personnel of many signal departments, and all of those with whom I have discussed this problem are of the same opinion as I, and that is, that the wages of the employes we represent must be increased substantially to make employes available for signal work."

Our Brotherhood's third witness was Grand Lodge Representative W. D. Best, who described in detail the various signal systems on the railroads. He furnished material from manufacturers, signal section specifications and training manuals, and statistics from the Interstate Commerce Commission in support of his testimony.

Brother Best had made a survey of our 106 agreements with the railroads and reported to the Board that he found as many as 52 different signal facilities and items of work specifically listed. He also examined the classification rules in these agreements and described them and the duties of the positions they cover in detail. Best testified that of the more than 50 different classifications, he found only 8 to be common to 40 or more agreements. The remaining classifications were contained in less than 20 agreements.

Brother Best concuded his testimony with a citation and analysis of several awards of the Third Division, National Railroad Adjustment Board, showing the scope of our agreements and the work of the various classifications of employes they contain.

Our next witnesses were three members of the Brotherhood of Railroad Signalmen who are actively employed in signaling on the railroads. General Chairman A. E. Littlejohn (EJ&E), Brother R. W. Maddux (T&P—Recording Secretary, Local 141), and Brother D. A. Dehle (SP). These brothers told the Board of their railroad work experiences and gave detailed accounts of the signal systems and facilities upon which they work and of the training and schooling necessary to qualify for their tasks. They told of their working conditions and the ever-advancing technology of the signal departments.

These three brothers, along with Grand Lodge Representative W. W. Altus, Jr., then showed the Board a series of color slides consisting of pictures of the signal facilities and systems upon which they work, describing the work which they perform.

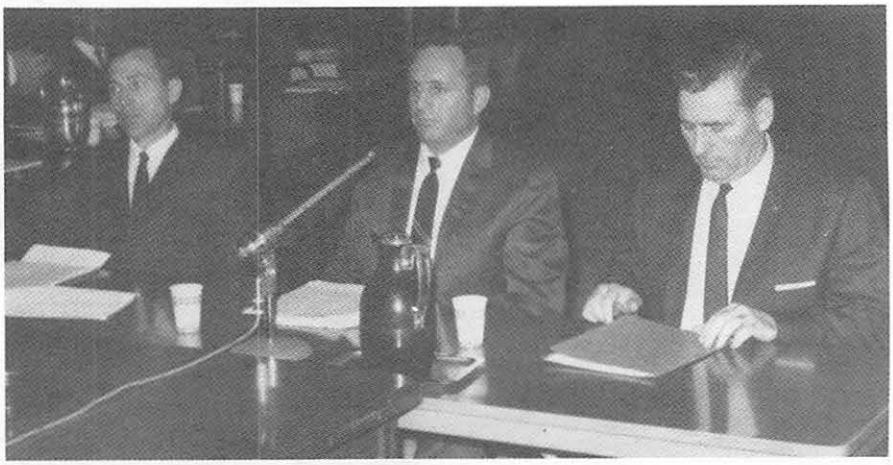
Economist E. D. Hollander presented an excellent case in our behalf.

The Brotherhood's final witness was Mr. E. D. Hollander, Vice President of Robert R. Nathan Associates, Inc., consulting economists in Washington, D. C. Mr. Hollander is widely experienced and presented an excellent case in our behalf. He discussed six major topics. They were: Railroad Signal Department Trends in Employment, Earnings and Wage Rates; The Public Interest in This Case; Major Collective Bargaining Settlements 1967 and 1968; Recent Railroad Settlements; Cost of Living; and Wage Comparisons and Differentials. Mr. Hollander summed up as follows:

"We are dealing here with an industry with the productivity rising at a rate of approximately six percent year after year.

"We are dealing here with a group of employes who are particularly at the heart of that increase in the productivity. I don't mean by that to imply that they alone are responsible for this. It is the combination of the carrier's investment and the employe's skill which makes these kinds of increases in productivity possible. But the fact remains that at the present time and in the prospective future this particular craft is going to have a great deal to do with the increasing productivity on the railroads as more and more automatic and automated equipment is brought into use and as they are assigned to install and maintain it.

"We also have to take account of



Brotherhood members, now actively employed in the signal industry gave detailed accounts of the facilities they maintain. Left to right are Brothers D. A. Dehle, (SP-Local 152), R. W. Maddux, (T&P-Recording Secretary, Local 141) and General Chairman A. E. Littlejohn, (EJ&E).

the fact, whether we like it or not, that cost of living increases in the order of four and five percent and these are simply facts of life which have to be taken into account when we come to reckon the meaning of wages and wage increases that are given. Until we have a wage increase that is at least equal to the rate of increase in the cost of living, it is perfectly obvious that the men have gained nothing.

"Beyond this it seems to me that this is one of those clear cases of inequities which create a wage situation that is clearly discriminatory.

"This is true whether we compare signalmen's wages with wages in manufacturing, whether we consider signalmen's wages in relation to the wages of electricians in industry or the electricians in utilities or the electricians in the Navy. These men, many of whom have less skill demanded of them than signalmen, are getting a great deal more. The case becomes particularly pointed when we look at the shop crafts in which the gap is quite glaring and in which the occupations are in some degree comparable and when we look at the Canadian settlement in which the occupations are exactly comparable and when we take account of the differences between U.S. and Canada the gap in wages is even greater.

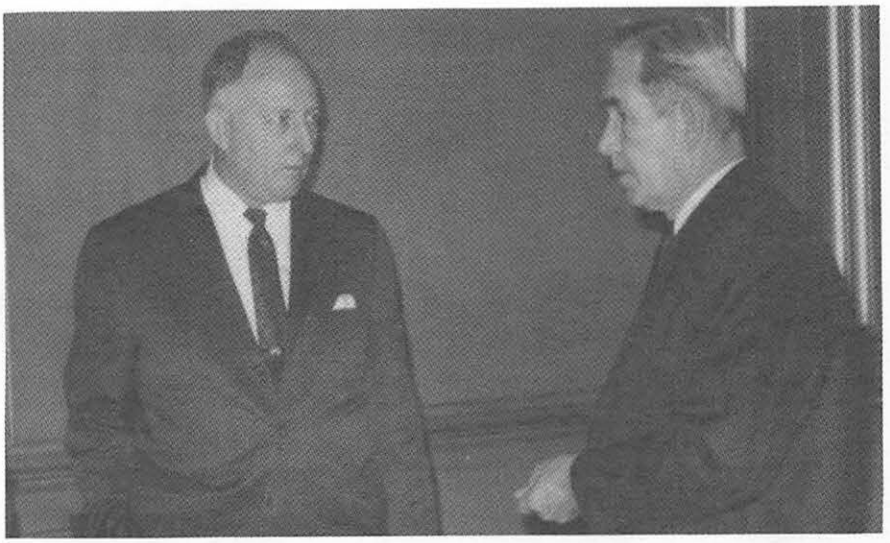
"The discrimination is equally apparent when we look at the spread between the signalmen wages and the wages of laborers and assistants and helpers.

"This is one of those relationships which the standards of the Clerks' agreement speaks of. But it seems to me even beyond this we are dealing here with almost a classic labor market situation in which the requirements both in numbers and in skills of these employes is greater than the market is going to provide at wage rates like these. I have to reiterate what I said before, that the railroads have now got to enter into the labor market as active participants and bid for the kind of men that they are going to need and pay the kind of wages that other people are paying these men. There has been some evidence introduced, and I think there are in various exhibits, both of ours and of other witnesses for the Brotherhood, there has been ample evidence of the difficulties of filling these jobs in carrier after carrier.

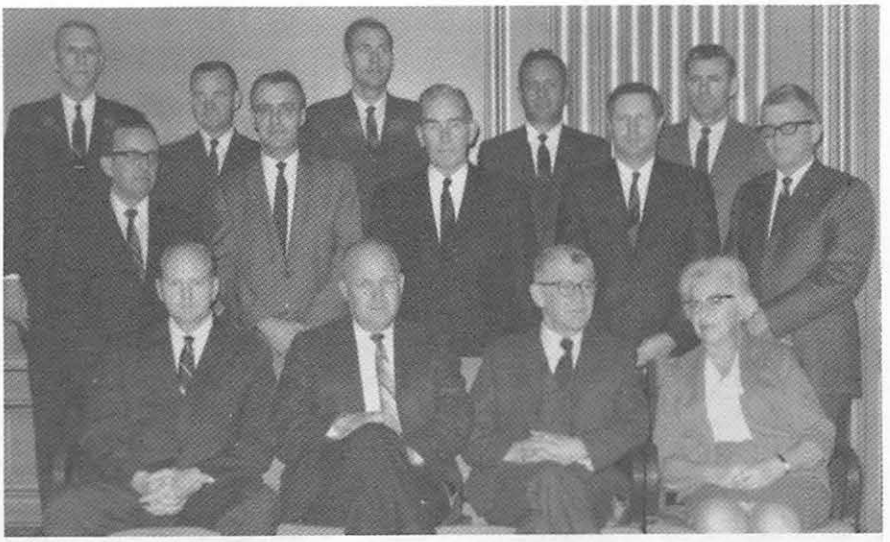
"One hears reports of this which are substantiated when you examine the length of time in which specific vacancies are left unbid. When you look at the communications from the carriers to their employes urging them to bring recruits to the railroad, when you find statements by the carriers that, "We are very short-handed for the urgent construction job"—by this they are referring to the installation of signaling equipment, they have a construction schedule to meet and they are unable to meet it because of the shortage.

So it seems to me that it is very clear that in addition to these other factors, by the simple market test we have here a case in which wages are, so to speak, functionally too low. And in fact, I think—this may sound gratuitous to you but I think it really is no disservice to the carriers to help them take account of what these requirements are going to be and of their own needs for recruiting and training people, and help them to get the kind of people they need.

"I know from my own observation that the railroads are now beginning, some of them for the first time, to institute training programs in the sense in which this has been



General Chairman G. F. Harper, on left and Vice President T. H. Gregg find time to discuss the hearings, during a recess.



These representatives of the Signalmen's Negotiating Committee presented our wage case to the Presidential Emergency Board in Washington, D. C. Seated left to right: Attorney D. W. Bennett, President C. J. Chamberlain, Economists E. D. Hollander and Mrs. E. Silverman of Robert Nathan Associates. Standing center row: Grand Lodge Representative W. D. Best, Vice Presidents R. T. Bates and T. H. Gregg, Grand Lodge Representatives J. T. Bass and W. W. Altus. Back row: W. H. Lewis, general chairman, Santa Fe; J. T. Cunningham, general chairman, St. Louis-San Francisco; D. A. Dehle of Local 152, Southern Pacific; R. W. Maddux, recording secretary of Local 141, Texas & Pacific; and A. E. Littlejohn, general chairman, Elgin, Joliet & Eastern.

Several General Chairmen attended or took part in the hearings. Shown above are R. B. Park, Penn Central; J. T. Cunningham, St. Louis-San Francisco; W. H. Lewis, Santa Fe; A. E. Littlejohn, E.J.&E.; and G. F. Harper, Southern.

done by, say, the telephone company for many years, on highly technical jobs of this kind and they are beginning to ask themselves the right questions about how are we going to get and hold the kinds of employes we need, and this is particularly true of the signal departments as they meet and discuss their problems. Over and over again these questions come back to this one, how are we going to recruit and hold and train the kind of employes we need?

"There is one exhibit that was handed to you this morning I believe in which the question was posed, the great unanswered question, of a conference of signal department executives, on the subject of training. The big unanswered question is, if we train these employes can we keep them, the inference being here that if we can't keep them there is no use training them. Well, they have to be trained and the way to keep them of course is to be competitive with other industries who are similarly training and using people of this kind.

"The telephone company has a successful experience in this respect. I think the lesson that I learned from all of this is that none of this is going to be possible with the kind of wages that are being paid to signalmen and even the kind of wages that the railroads are offering as they have been discussed here."

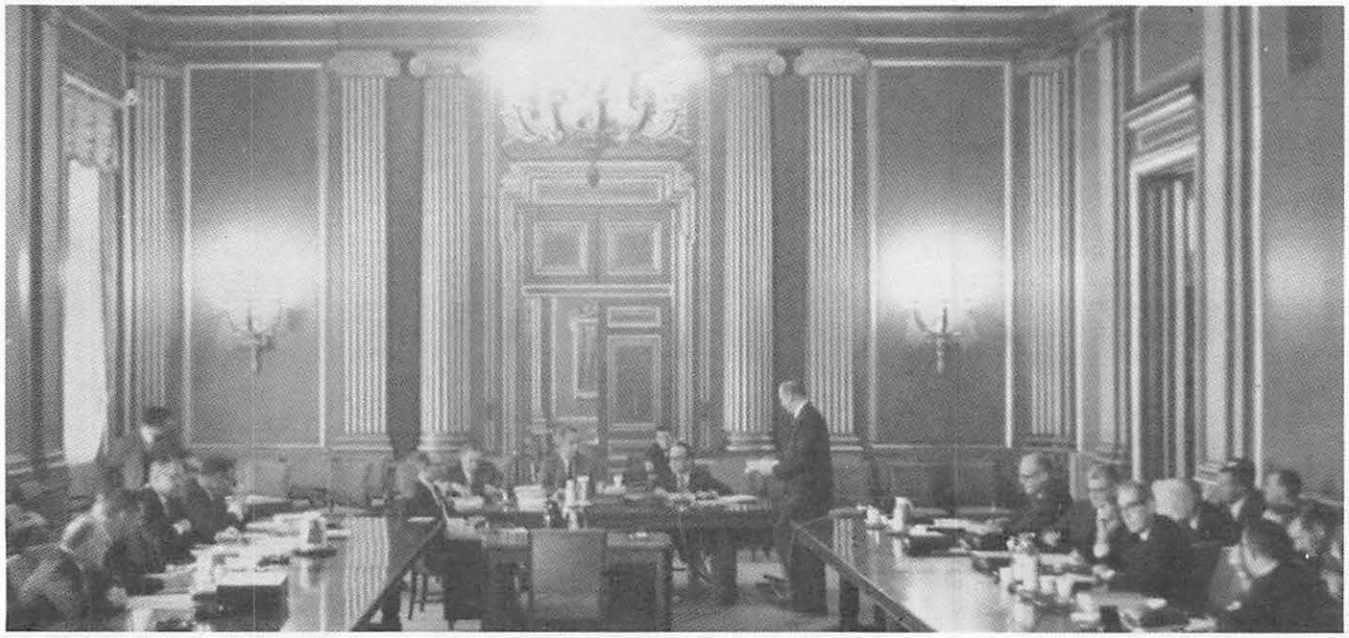
In presenting their case, the railroads insisted that signalmen should accept a so-called pattern settlement previously accepted by other railroad labor organizations. That settlement would provide wage increases of 3½ percent effective July 1, 1968, 2 percent effective January 1, 1969, and 3 percent effective July 1, 1969. An additional 5¢ per hour for all employes would be placed in a fund to be distributed among the skilled classifications by "local" determination on the basis of a job evaluation survey to be conducted on each railroad. While some improvement in the form of "guaranteed holidays" was offered, the railroads demanded in exchange the prohibition of pyramiding penalty payments for work performed on such holidays, rest days, etc.

The railroads tried to minimize the degree of skill and knowledge demanded of signalmen, but we are confident, especially after their witnesses had been cross-examined, that no damage to the case previously made by our witnesses, occurred.

Even though one railroad representative announced that there would not be a cry of poverty, their economist introduced volumes of material designed to show that they were unable to pay respectable wages, and, through a unique approach to our monthly rates, he tried to show effective rates of pay to be higher than they are.

Our Brotherhood's representatives and witnesses did not find it necessary to resort to distortions, misrepresentations, or omissions to present our effective case. The plain facts and truth are on our side.

The public hearings in the dispute closed with the summations of the parties on Monday, February 17. The Emergency Board has until March 7 to hand down its recommendations. We are confident that they will recognize the merit in our case and recommend accordingly.



This picture was taken while the hearings were in session. The railroad representatives are on the left, the Emergency Board in the center and the Brotherhood Negotiating Committee and witnesses on right.

Facts You Should Know About Separation Allowances

AS A RESULT OF RECENT DEvelopments in the railroad industry many railroad employes are faced with the problem of weighing the advantages and disadvantages of accepting a separation allowance. Ordinarily such allowances are paid in a lump sum and appear to be fairly attractive. However, before accepting a lump-sum separation allowance, the employe should learn all he can about the effects such an acceptance can have on his rights to benefits under the railroad retirement and unemployment insurance programs or under the private benefit plans under which he is covered. In some cases, it may be possible to secure adjustments designed to preserve such benefit rights and your labor organization will certainly do its utmost to help. The best source of this information is, of course, your union representative and also your nearest office of the Railroad Retirement Board.

At the very least, you should know that it is generally much more advantageous for an employe to take separation payments spread over a period of time instead of a lump sum. The most important reasons for this are as follows.

Spreading the payments would help preserve an employe's "current connection with the railroad industry" for RRA benefit purposes. An employe has a "current connection" if he had 12 months of service creditable under the RRA in the last 30 months before his retirement or death. In some cases, the test period can be extended beyond 30 months.

Loss of your "current connection" means that you will be ineligible for a supplemental annuity when you reach age 65 even if you had 25 or more years of service. On the other hand, if you are a little short of 25 years of service, the additional service credit you would get by spreading the separation allowance might give you the minimum of 25 years needed for the supplemental annuity.

Loss of your "current connection" would also cause your family to be ineligible for survivor benefits under the RRA. Instead, the survivor benefits will be paid by the Social Security Administration. Apart from the fact that survivor benefits are always higher under the RRA, your widow may not receive anything in survivor benefits if she is entitled to a social security benefit in her own right. This is because social security in effect will pay only the larger of her old-age benefit of her widow's benefit, while under railroad retirement only a small fraction of her social security benefit would be deducted from the widow's annuity.

In addition to the foregoing, spreading the separation allowance could have the following important results:

1. The amount of the employe's railroad retirement annuities would generally be increased because of the additional service.
2. Preserving the "current connection" would preserve the employe's rights to qualify for an occupational disability annuity.
3. The additional service could qualify an employe for unemployment and sickness benefits for a longer period.
4. There may also be longer eligibility for the various protections under the private benefit plans.

If you are already eligible for a railroad retirement annuity at the time you lose your job or shortly thereafter, you can, of course, preserve your "current connection" by retiring immediately, even though you accept the lump-sum separation amount. However, even then, you should look into the matter very carefully before accepting the separation allowance in a lump sum. Your union representative and nearest Railroad Retirement Board office are your best bet for obtaining all the information needed to help you make the right decision.

Tell It Like It Is

Why I Believe In Unions

UNION MEMBERS WHO take their union for granted should meet Mrs. Robert W. Farmer of Louisville, Ky.

Mrs. Farmer's husband was not fortunate enough to be a union member and she's bitter over the treatment he received. She felt so strongly about it that she wrote a letter to The Louisville Courier-Journal telling "why I believe in unions."

Following is her letter:

"Would you be interested to know why I believe in unions?"

"In 1922 at the age of 14, my husband went to work as a bicycle delivery boy for a small optical firm. He grew in knowledge, as well as years, and it wasn't long before he was a lens grinder. In the meantime, the company grew enough that they hired another lens grinder. Many years passed under these conditions, and about two years ago the other lens grinder became ill. His case was diagnosed as lung cancer, and after several months he died. He had been with the firm 31 years.

"After his death, the entire load of the shop was thrown on my husband. To the very best of our knowledge, no attempt was ever made to replace the man who had passed away. My husband was going to work earlier and earlier and staying later and later. It was always a 12-hour day for him, sometimes 13, even 14. But those blessed glasses had to be gotten out at all cost. I can remember just two one-week vacations in 18 years.

"The first week of October, after 46 years with the company, my husband had a stroke. He is a very sick man.

"They let him go—dismissed him, fired him, or however you want to put it. There was no severance pay, no retirement pay after all those years. Just pay for that week.

"That's why I believe in unions."

Rail Leaders Comment On Skills of Signal Employes

IN OCTOBER OF LAST YEAR, the AAR Communication and Signal Section held their annual meeting in Dallas, Texas.

Many interesting technical papers were presented and the latest communication and signal devices were displayed by suppliers and manufacturers.

The keynote address by H. R. Brown, Vice President and General Manager, Frisco Railroad Company, and the address of T. M. Goodfellow, president of the AAR, both railroad men with vast experience, stressed the importance of the Communication and Signal employes and the service they perform in the rail industry.

The following are excerpts from Brown's address:

"Your signal systems serve the Transportation Department in running trains; your communications systems are the very nerves that extend the reach of all those within administrative circles on the railroad. You can and should make it your business to know a great deal about the needs and workings of other departments. Transportation may not know about a new signal device, a new communication device. You are expected to keep abreast of these new developments and provide the signal system and communications system that will help tie up all the scattered pieces of a railroad into one cohesive coordinated whole."

"A few years ago on the Frisco, for example, we had about a dozen dispatcher locations; we now have but one. The entire Frisco system is dispatched from one room in Springfield, Missouri. We believe this has been well worthwhile and it has been a big step toward making the railroad a unit, rather than a lot of individual pieces."

"But your responsibility for improved knowledge does not end with you; it extends to the men you supervise and who perform the work. Your tools have increased tremendously, not only in efficiency, but in cost. A careless technician can turn one screw the wrong way and shut down a million dollar microwave system. A signal maintainer can make one mistake and disable a CTC system, and a whole section of railroad will grind to a halt. Your men must be trained not to make these mistakes. Your responsibility for developing a man starts with the day you hire him and it never, never ends. You should set the example by establishing working conditions that encourage interest in your people not only to improve their own skills on the job, but to understand the company and the industry and its purposes."

Goodfellow remarked that he was impressed and has always admired and appreciated what the technical know-how of the Communication and Signal Section means to the industry. Highlights of Goodfellow's address follow:

"Your Committee of Direction asked me to indicate some ways in which all of you—all of us—can help our industry."

"First, we must convince the public . . . especially the shipping public . . . as well as many of our own employes . . . that railroads have a bright future.

"Second, we must attract and keep the kind of people we need to capitalize on the traffic potential of the future.

"Obviously, these goals overlap and intertwine. We can't keep bright young people if we don't have a good future. We can't attract them in the first place if we don't have a good image. We can't have a good image if we don't please the public, especially our customers.

"What about the future? Nobody can predict coming events with absolute certainty. But some times you can spot a sure-fire trend."

"For example, 1982 is one of several years I'd like to check out personally because some of our best crystal-ball gazers have made some solid predictions about that year.

"By then, we'll have 250 million people. 60 percent of the manufactured items to be sold in 1982 are not now made. We'll have a great mass market of families with very high incomes. These are just a couple of the predictions—not from wild-eyed visionaries but from serious studies.

"I need not labor the obvious transportation implications of increased population, increased consumer buying power and increased production. The need for good transportation is going to double. Dependence on railroads is going to grow and grow. And railroads are going to continue to project their technology to meet the demands that will be made upon them.

"The railroad future is very bright indeed."

"And, since we do have a bright future, we should be able to attract and keep the brainpower we need for the electronic and computerized railroads of the immediate future.

"I'm told by people who should know there's an acute—an alarming —shortage of skilled men for your field. I've seen further lamentations about this in our trade press. But I didn't need the reminders. I know the situation all too well from my own 42 years in the railroad field.

"The same question is asked over and over. How can we attract and keep the men we need for what must be done in the complex and sophisticated areas in which those already on duty are now contributing so much?

"Some parts of the answer are obvious. We all know them. Good pay. Good working conditions. Vested retirement benefits. Stimulating work. Chance for advancement. Congenial colleagues. A feeling of belonging. Adequate recognition for work well done. You know the basic interests and needs we all have.

"We can compete with other industries in all of these areas. But we should stop talking . . . and start acting. Talk is cheap . . . but action gets results.

"We'd damn well better roll up our sleeves—all of us, suppliers and railroad men—and go out and get the men we need. We'd better call on the colleges, visit the technical schools, comb high school graduating classes for the best. And where we're already doing these things, we'd better do them more often and more effectively.

"We'd better get all of our present employes in the business of recruiting brainpower for the chal-

(cont'd. on page 45)

On Retired Employes Who Last Worked In Jobs Covered By Our Brotherhood

THE RAILROAD RETIREment Board has recently reported the following data about retired workers who were last employed in occupations represented by the Brotherhood of Railroad Signalmen. The benefit amounts shown below have been adjusted to reflect the 1968 benefit increases.

The Railroad Retirement Board also reported that in 1967 a total of 40,200 regular employe annuities averaging $187 a month, and 27,300 supplemental annuities averaging $67 were awarded to employes in the railroad industry. Of the workers awarded regular annuities, 80 percent retired because of age and 20 percent because of disability. At the year's end, the Board was paying 436,000 regular annuities averaging $165 a month, 26,600 supplemental annuities averaging $67 a month, and 204,000 wives' annuities averaging $81 a month. The above amounts have been adjusted to reflect the 1968 benefit increases.

Benefit payments in December 1968 totaled $127 million, about the same as in November. Of this amount, over $78 million (including $3 million in supplemental annuity payments) was paid to retired employes and $17 million to their wives. Survivors of deceased employes received $30 million in monthly benefits and $2 million in lump-sum benefits. Total benefit payments were $16 million higher than in December 1967.

Annuities in current-payment status on Dec. 31, 1967

	Employees receiving regular	Employees receiving regular and supplemental
Total number	4,124	325
Average monthly amount	$183	$285
Average age on Dec. 31, 1967	72.1	67.7
Employees with wives on rolls:		
Number	2,162	169
Average family benefit	$273	$378
Employees without wives on rolls:		
Number	1,962	156
Average monthly amount	$180	$285

Awards in 1967

	Type of retirement		
	Total	Age	Disability
All retirements:			
Number	394	309	85
Average monthly amount	$209	$205	$218
Immediate retirements[1]:			
Number	340	268	72
Average monthly amount	$220	$218	$230
Average age on date annuity began	64.8	66.7	57.6
Average years of service	28.9	29.6	26.4

[1] A retirement is considered immediate if an employee's annuity begins in the same calendar year in which he last worked in the railroad industry, or in the following year.

Rail Leaders Comment On Skills Of Signal Employes

(cont'd from page 44)

lenges that lie ahead. And once we get the people we want . . . we'd better provide opportunities for good training on and off the job.

"Above all, we'd better stop crying the blues . . . and start holding out the right carrots . . . to the right people . . . in the right places. Let's get off our duffs and take hold of this thing. The AAR will help in every way possible. But we don't want any part of just sitting. We want to help light fires."

Medicare Doctor-Bill Insurance Enrollment Period Ends March 31

PERSONS NOT PRESENTLY covered by supplementary medical (doctor-bill) insurance under the Medicare program have an opportunity to sign up during the first 3 months of 1969. This general enrollment period, which ends March 31, 1969, will be the last opportunity to enroll for persons born before October 2, 1901 or who had previously dropped out of the plan before January 2, 1967.

The following persons may sign up during this general enrollment period:

(1) Railroad employes and their wives who have recently attained age 65 or will attain age 65 before April 1, 1969.

(2) Others aged 65 and over who did not enroll in the previous general enrollment period (October 1, 1967 to April 1, 1968) or at the time they reached age 65.

(3) Beneficiaries who had previously dropped out of the plan and now wish to re-enroll.

The monthly premium for the doctor-bill insurance is $4 but persons in the last two categories may have to pay a slightly higher premium.

The Board is sending information and enrollment cards to all eligible persons who are not carrying doctor-bill insurance. Anyone age 65 or older wanting to join the plan who did not receive this material, should get in touch with the nearest Board office before March 31, 1969.

Canadian Signalmen Sign Job Security Agreement

FOR THE FIRST TIME IN AN agreement between the non-operating railway unions and the railway companies, the job security and technological change provisions are being combined in a new supplemental agreement.

The basis for the supplemental agreement was discussed and the agreement signed in Montreal at the General Conference meeting on January 29.

Basic points which were written into the agreement include:

Eligibility: All employes with three years' employment relationship are entitled to layoff and severance benefits, and all employes with three years cumulative compensated service are entitled to all benefits in the agreement.

Waiting Period: The waiting period is reduced to seven days from thirty, except that thirty days still applies for application for severance. For instance, severance pay will be a maximum of one and one-half years salary at $30 per credit, times the number of credits the employe has accumulated. This would be applicable to employes with three to five years service; over five years, the credits are to be worth $35.

Accumulation of Credits: Six credits per year for the first ten years and eight per year thereafter. This was increased from four credits per year. No limit on accumulation of credits. There previously was a limit of 100 credits.

Value of Credits: Up to five years' service—$30.00 per credit, over five years, $35.00 per credit, or such lesser amount as, when combined with Unemployment Insurance and outside earnings in excess of earnings allowed under U.I.C., would result in 80 percent of employe's basic wages at time of layoff.

In no case shall payment as above be less than $60.00 per week.

Severance pay will be based on $30.00 per credit with a maximum amount equal to the salary the employe would earn in one and one-half years.

Employes with 12 or more years of cumulative compensated service shall re-establish credits to the number held at time of lay-off after return to service.

Relocation Expenses: Applicable to laid-off or displaced employes unable to hold a job at home location and the lay-off or abolishment is likely to be of a permanent nature:

Full door to door moving expenses of household goods, automobile, packing and unpacking, insurance and one month's storage. Mode of transportation to be determined by the company.

$200.00 incidental expenses as a result of relocation; $50.00 single, $100.00 married, or $150.00 for married with family for meals and temporary living while relocating, plus, in all cases, transportation costs.

Up to three working days' leave without loss of pay for moving. If authorized to drive his car to the new location, 10¢ per mile will be paid.

Sale of Home: An employe required to locate as above, if he wishes to sell his house, will follow an appraisal procedure laid out in the agreement, and if he then loses on the sale of the home he will be reimbursed up to $3,000. Additional reimbursement will be made in specified cases.

Up to three months rent will be paid on the cost of terminating a lease.

An employe who is required, after exercising his seniority, to accept a lower-rated position due to a technological, operational or organizational change will continue to receive the rate of the position he left until he fails to accept a higher-rated position he could hold, or until future wage increases bring the rate of the job he is working up to the rate of pay he is receiving.

Early Retirement Allowance: An employe whose job is abolished due to a technological, operational or organizational change, and who is eligible for early retirement under the pension rules of his company, and is 60 years of age or more, may elect to take early retirement, in which case he can take either $30.00 per month until age 65 or a lump sum equal to 70 percent of the amount he would receive on the monthly basis.

The railways will continue to put the 1¢ per hour per employe into the fund, and in addition guarantee that the funds will not drop below a certain amount—a million and a half on the CNR and a million on CPR. This quarantees the benefits. Under the former agreement the benefits would have been reduced if the funds dropped below 50 percent of their value on a specified date.

Election results, last November, showed that Richard Nixon carried Humphrey, New York; but Hubert Humphrey carried Nixon, Texas. George Wallace ran last in Wallace, California; Wallace, Indiana; Wallace, West Virginia; and Wallace, Missouri.

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Wages Fail To Keep Up With Prices In 1968

THE LABOR DEPARTMENT'S Bureau of Labor Statistics reported that the purchasing power of rank-and-file workers' pay checks rose by a mere six-tenths of one percent during 1968 even though the gain in take-home pay averaged nearly 5 percent.

The difference was accounted for by the sharpest annual price increase in 17 years. Prices in 1968 averaged 4.2 percent above the level of 1967.

The BLS analysis of prices and earnings over the year was combined with monthly reports for December.

Prices rose by two-tenths of one percent in December, sending the Consumer Price Index to 123.7 percent of the 1957-59 average. It was the smallest monthly increase since September.

The index figure means that it cost the average city family $12.37 to buy goods and services that would have cost $10 in the 1957-59 base period.

Weekly take-home pay for the worker with three dependents averaged $97.50 in December, a gain of 95 cents over the month. For the worker with no dependents, the increase was 93 cents to an average of $88.57.

Real spendable earnings, take-home pay adjusted to take account of price rises since 1957-59, averaged $78.82 for the worker with three dependents in December and $71.60 for the worker with no dependents. These figures were up 58 cents over the month in each case.

The gains in real spendable earnings for the month were attributed to an increase in average weekly hours of work, which more than offset the moderate rise in prices.

For the year as a whole, take-home pay for the worker with three dependents averaged $95.28 a week compared to $90.86 in 1967. His real spendable earnings averaged $78.61 compared to $78.13 in 1967.

Thus, while his take-home pay averaged $4.42 a week higher in 1968 than in 1967, his buying power was up only 48 cents.

The 4.2 percent increase in the average for the price index in 1968 compared to a 3.1 percent increase in 1967, and a 3.3 percent increase in 1966. The highest previous increase for a single year since 1951 was 3.5 percent in 1956.

While the bureau would not predict what prices might do in 1969, President Johnson's Council of Economic Advisers, in January, forecasted an increase of about 3.5 percent for the year.

Most of the December price increase was attributed to higher food and housing costs, higher charges for public transportation and medical care services.

Over the past 12 months, medical care costs led all major items on the index with an increase of 7.3 percent. Both hospital and doctors' charges rose sharply, BLS said.

Clothing prices increased an average of 6.7 percent over the year, while consumer services climbed by 6.1 percent. Grocery store food prices rose by 4 percent. Average prices of restaurant meals were up 5.7 percent.

The Wholesale Price Index, usually a forerunner of price increases, rose by two-tenths of one percent in December, and BLS said preliminary data indicated "a much greater" rise in January.

Cleveland Airport Rail Transit Draws 6000 Riders A Day

FAST, RAIL RAPID TRANSIT service between Cleveland's Hopkins Airport and the downtown area has proved so popular that the service is being doubled.

Opened November 21, the new airport line originally ran at 10-minute intervals. Now the patronage is so great that trains are scheduled every five minutes.

Outside of Tokyo and Brussels, Cleveland is the only city with rail rapid transit from its airport to the center city.

Several U.S. Cities are considering this means of relieving highway congestion. New York City's planning for a line to Kennedy Airport is probably the most active.

The electronic controls and central routing systems for Cleveland's sleek air conditioned "Airporters" were furnished by General Railway Signal Company.

Signalmen Present Twenty-Two Cases To Disputes Committee

SPECIAL BOARD OF ADJUSTment No. 605, the Disputes Committee established under Article VII of the February 7, 1965 Mediation (job stabilization) Agreement, met in Washington, D. C., on February 5, 6 and 7, 1969, to discuss a docket of twenty-two signalmen's cases which arose under that agreement.

The Brotherhood of Railroad Signalmen was represented by Vice President M. B. Frye; Grand Lodge Representative J. T. Bass; and Mr. G. E. Leighty, Chairman of Employes' National Conference Committee, Five Cooperating Railway Labor Organizations.

The Carriers were represented by Messrs. W. S. Macgill, J. W. Oram, M. E. Parks and T. F. Strunck.

The Neutral Member, appointed by the National Mediation Board, was Mr. Nicholas H. Zumas.

As only a portion of the docket was discussed during this three-day session, hearings were recessed on February 7, and scheduled to resume in Washington on April 21, 22 and 23, 1969. Awards on these cases will be issued after argument has been presented on the entire docket.

Representing the Signalmen on a special board of adjustment that met recently in Washington, D. C. to discuss signalmen's cases that arose under the job stabilization agreement were: Mr. G. E. Leighty, Chairman of Employes' National Conference Committee, Grand Lodge Representative J. T. Bass and Vice President M. B. "Pete" Frye.

YOUR WASHINGTON Reporter

By Richard J. Calistri

1969 IS SHAPING UP AS A good year for the nation's railroads. Both the New York Times and Railway Age magazine, as well as other publications, are predicting a rosy future with a rise in profits.

Noting that 1968 net earnings for the railroads were $575 million, the New York Times said that "profits this year might reach $700 million to $725 million." Railway Age made a similar prediction, declaring that the "signals are green for a record or near-record year."

Both articles also asserted that higher profits will result from huge outlays—up to $1.6 billion—for new equipment. Said the Times: "The brightest aspect of the railroads' future opportunities lies in the exploitation of new types of equipment and new services."

Railway Age made some other predictions, including these:

—Equipment orders are likely to rise 10 percent over 1968 which means "something over 70,000 freight cars and almost 1,000 locomotive units."

—More dollars will be spent for signal system improvements with "fewer dollars going for communications."

—Class I railroads will lay about 545,000 net tons of new rail for renewal purposes in 1969, a raise of about 5.8 percent over 1968. Track maintenance programs generally are expected to continue to improve.

However, Railway Age questioned whether the new rails and ties planned by the carriers are really adequate for present and future needs.

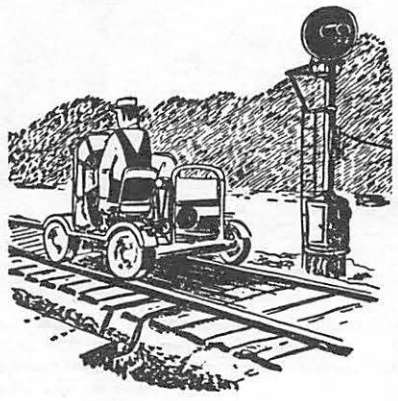
With all of these rosy predictions on the books, the Penn Central made the first move to bring passengers and their dollars back to the railroads with the inauguration of high-speed rail service between Washington, D.C., and New York City. The response from the public was immediate and overwhelming approval.

The Metroliner, as the high-speed train is called, makes the full run in two hours and 59 minutes. That knocks 36 minutes off the previous fastest schedule, and is a speed comparable to an airplane journey which often involves airway delays, airport congestion, and a long, expensive taxi ride to town.

Penn Central officials say that the train may slice even more time off the schedule in time. The Metroliner is capable of speeds up to 150 miles an hour but will be limited to 100 miles an hour for the time being.

The train is an eye-opener for most passengers. The cars are elegant, carpeted and well lighted. The seats are wide with plenty of leg room. The ride is excellent and quiet over the improved, welded portions of the roadbed, rougher over the unimproved portions. There are many features to attract customers including telephones, snack bars and quiet music.

The train will make just one round trip a day between Washington and New York until the carrier accepts delivery of more cars, now being tested. Eventually the Metroliner will run every hour.



When full service begins, the U.S. Department of Transportation will subsidize it with up to $11 million for a two-year demonstration to find out whether good rail passenger service can lure travelers from highways and airports.

So far, passengers are saying that if anything can do that, the Metroliner can.

* * *

Sleek new trains, such as the Metroliner, won't mean much to the American public if the nation's railroads fail to properly maintain their rights-of-way. The National Transportation Safety Board recently revealed that between 1961 and 1967 there was a 210 percent increase in "derailments caused by right-of-way defects or improper maintenance."

This fact is backed up by a report from the Federal Railroad Administration showing that for the first 11 months of 1968, train accidents totalled 7,181—up sharply from the 6,569 accidents in the same period in 1967.

Fortunately, the number of accidents which resulted in casualties declined to 401 for the 11-month period from 427 in the same 1967 interval.

The report reveals that rail accidents resulted in 1,916 dead and 22,287 injured. Among employes on duty, 136 were killed and 15,881 were injured.

* * *

Rep. Thomas M. Pelly (R., Wash.) has again introduced legislation which would authorize the Federal Railroad Administrator to "set certain standards for the comfort, safety and convenience of railroad passengers."

Pelly, a frequent railroad traveler, has often warned that if Congress does not act to preserve adequate passenger service, the sad but logical consequence is the "nationalization of our railroad system."

Pelly declared that "it is a sad commentary on railroad management that frequently passenger trains are being run without heat, with wndows so dirty it is difficult to see through them, and with carpets so dirty it looks as though weeks have passed during which time they have not been cleaned. My bill is seeking to establish a standard of cleanliness and convenience. Present conditions . . . make this legislation necessary."

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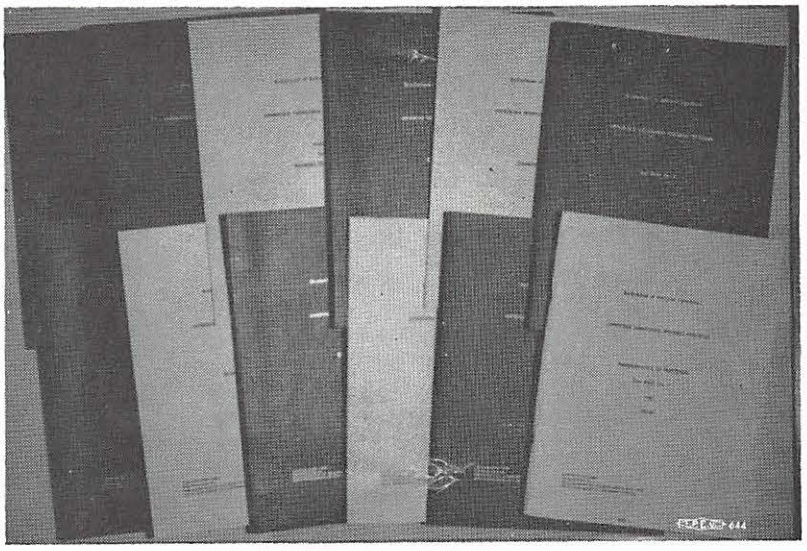

Apprentice Signalman Training Program Texts Furnish Detailed Hard to Get Information

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The Brotherhood of Railroad Signalmen is offering a series of text books, prepared especially for signalmen, at a nominal cost. A thorough knowledge of the contents of these specially prepared texts will make you a valuable asset to the company for which you work.

Text No. 1 deals primarily with carrier rules, motorcar operations, and the fundamentals of electricity as relating to signal devices, circuit symbols and nomenclature.

Text No. 2 explains signal terms and definitions, relays and relay circuits, track circuits, line circuits, code lines, and batteries used in signaling. Meters are also discussed in this text.

Text No. 3 emphasizes and explains the purpose and function of different types of relays, automatic signaling, time code control, and deals with the first principles of electronics.

Text No. 4 explains in detail the use and function of traffic control systems of signaling, and an elementary study of power switch machines.

Text No. 5 furnishes information regarding crossing protection, steady track battery on coded track circuits, polar stick relays, both front and back contact cut sections, and ICC tests of signal equipment.

Text No. 6 deals exclusively with a simple automatic interlocking and modifications necessary to operate it by remote control.

Text No. 7 is a comprehensive digest of information related to the TCS control machine; the generation and transmission of codes; chain repeat action of coding units; and indication code preference.

Text No. 8 covers electric locked switches; and maintenance procedures for detector devices, coded track circuits, carrier equipment, and diesel generators.

Mr. P. T. Drummond, Secretary-Treasurer
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By SIDNEY MARGOLIUS, for The Signalman's Journal

HOW WOULD YOU LIKE TO put out $60,000 to repay a $20,000 mortgage?

That's exactly what can happen to you as the result of the Nixon Administration's action in raising the interest rate on government-guaranteed FHA mortgages to 7½ percent plus one-half of 1 percent for the FHA premium. This makes a total of 8 percent.

At the same time the Administration raised the rate on VA mortgages to 7½ percent.

This was the first action of the new Administration directly affecting consumers. It took place less than a week after the Administration took office.

The increase follows by nine months the jump from 6 percent to 6 and ¾ made by the previous Administration last May. In the last weeks of his Administration, however, former President Johnson had refused the request of VA Administrator William Driver to increase the rate again.

People were shocked enough when they learned that 6 percent rates on mortgages usually doubled the amount they would pay back on a 30 or 35-year mortgage. The new rates for the first time actually can triple the amount a homeowner pays.

For example, on a 35-year mortgage the payment for interest and principal at 7½ percent comes to $6.75 a month for each $1000 of mortgage, plus 42 cents for the FHA premium insuring the lender against loss (not charged on VA mortgages). On a $20,000 FHA mortgage, the payment would be $143.31 a month, or a total of $60,190 for 35 years. (These monthly figures do not, of course, include taxes or insurance often paid each month with the mortgage.)

That means a home buyer undertaking a mortgage on these terms would pay an incredible $40,000 just in interest. This is more than the average industrial worker earns in six years at current wages.

Even on a 30-year mortgage for $20,000, the home buyer would repay a total of $53,387.

At last year's 6 percent rate (plus one-half of 1 percent) the family that took on a $20,000, 30-year mortgage would pay back $46,184, and for a 35-year term, $51,450.

One of the most revealing aspects of the new increase is that for the first time, government-backed mortgages cost more than the ordinary "conventional" mortgages. These are made by the lenders without any government guarantee against loss. The Federal Home Loan Bank reported that the effective rate on conventional mortgages on new houses averaged 7¼ percent in December throughout the country.

Rates on government-backed mortgages have risen gradually from the 5¼ percent of 1965 when the Vietnam war became intensified. Usually increases were about one-fourth of 1 percent at a time. But the two increases of three-fourths of 1 percent each in less than nine months are double the total increase of the previous three years.

The reason given for the latest increase was the need to encourage lenders to make mortgages since they can earn as much or more on commercial loans (to businessmen). But this reason was advanced every time rates were raised during the past three and a half years—and it obviously never worked. Each time lenders soon were charging additional "points" or discount for giving mortgages. (A "point" is an extra fee of 1 percent of the amount of the mortgage loan.)

For example, in 1966 when mortgage rates were raised, readers wrote us that lenders still charged an additional 8 to 10 points (the equivalent of 8 to 10 percent of the loan or $1600 to $2000 in the case of a $20,000 mortgage). Thus, the mortgage-seeker who wants $20,000 has to sign a mortgage for $21,600 to $22,000.

The leaping mortgage rates have been a main reason why home ownership has become the second fastest-rising item in the cost of living (next to medical costs). Homeowner costs have jumped 31 percent in the past decade compared to an overall rise in living costs of 23 percent.

What can you do about this, outside of just buying a tent? Obviously you have to shop interest rates more widely among different lenders, try to put down more, try to pay off sooner, and make sure you get a right to prepay without a severe penalty written into your contract (in case rates come down later).

Note that conventional mortgages are a little cheaper now than FHA or VA. You do have to make a larger down payment for a "conventional", and won't get as long to pay off. The more you can put down, the better your chances of getting a lower rate.

Avoid very long terms. A 35-year mortgage instead of 30 will reduce your payments only about $5 a month. But you'll pay $7000 more in total interest.

Also avoid including in the mortgage appliances, carpeting, other equipment the builder might offer. If you pay for such items over the length of the mortgage, you'll wind up paying three times as much.

A house with a lower-rate mortgage which you can take over now takes on additional value if the seller will let you take over the old mortgage.

On the other hand, if you are selling, you should know that you are still liable if the buyer takes over your mortgage. So be sure he signs a bond which makes him fully liable to the lender, and check his credit to make sure he is a good risk.

One thing Congress could do to help some young families and restrain rates in general, would be to give the VA more authority to make direct loans to vets at a lower rate than the present impossible 7½ percent.

What You Need For Retirement

A couple needs about $350 a month for secure retirement, according to the government's new moderate-cost budget.

Costs for a single person for the same standard would be about $215.

All lauded the many years of conscientious service Brother Grissom had given to the company as well as the contribution this family made to the Nation and World through their son and brother Virgil Grissom, deceased astronaut.

An Acutron watch was given by the group who gave the party and a gift of money by the members of his family.

We wish for Brother Grissom a long, healthy and happy retirement.

G. F. Hammond

B&O

Dayton, O. (94). The quarterly meeting was held on January 18 at the Sheraton-Gibson Hotel, Cincinnati, Ohio. The meeting was called to order and opened by Chief Signalman G. J. Erford.

Twenty-one members and officers answered to roll call. We were honored with one visiting Brother, H. H. Parker of the C&O.

Six new members were voted upon and accepted on a motion made by John Cobel, seconded by Max Miller.

Grievances and solutions discussion followed. It was decided that Brother D. J. Hammond, who accepted the temporary position of financial secretary-treasurer due to the death of Brother C. B. Bruno, will be responsible for the books from January 1, 1969, until such time as a new financial secretary is elected.

Sickness of members reported included Brothers P. J. Emmons and Layton Hasch, of the Chicago Division, and Charles Barger of the Toledo Division.

Communications were read by the secretary and approved. The financial report was read and approved on a motion by John Cobel, seconded by Howard Rupp.

For the good of the order discussions followed covering the cancellation for sixty days of the pending strike, installation of automatic car identification service by the railroads in the near future, members obeying safety rules and raise in Railroad Retirement tax.

Our next meeting will be held in City Hall, Deshler, Ohio, on April 19.

There being no further business the meeting closed in due form shortly after noon.

G. F. Hammond

M.P.-H.B.&T.

Houston, Texas (206). Our regular quarterly meeting was called to order by Chief Signalman F. Patterson on January 12, with 25 members present.

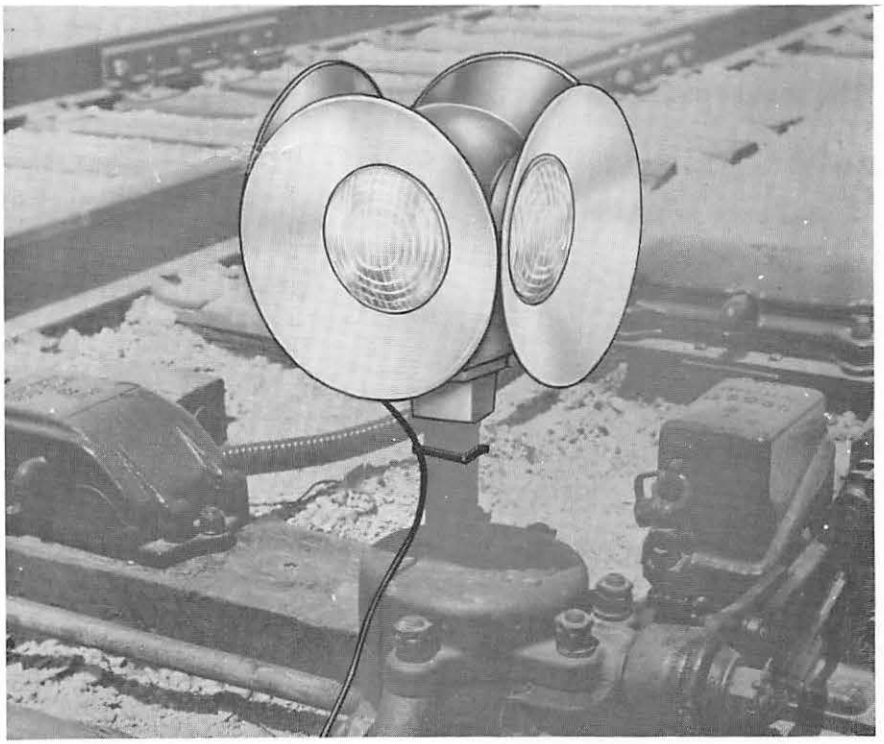
Upon proper motion and seconded, the minutes of our October meeting were approved as read. The financial condition of our local is greatly improved. Upon proper motion and seconded, the members voted to grant a five dollar discount to those paying their full dues on an annual basis by March 31.

After motion and seconded by Brothers H. C. Mayo and E. L. Hendon, respectively, the applications for membership from W. G. Fontenot, Millard Hill, Jr.; A. J. Lejeune, Jr.; J. D. Gilliand, and D. W. Green were accepted. We welcome these new brothers to membership and invite and urge them to participate in the local's affairs. Our membership now stands at sixty-six.

General Chairman A. T. Payne discussed claims and grievances pending for certain M.P. gang men not being properly paid for overtime work and not being allowed proper meal periods. He was asked by H.B.&T. members to approach management about improved transportation for maintainers while troubleshooting.

We were brought up-to-date on the progress of our national wage movement and the strike call in connection therewith. Team captains have been appointed and are fully instructed in their duties.

Brothers C. A. Rigdon (H.B.&T.) and B. T. Bayette (M.P.) are reported



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on the sick list. We wish them a speedy recovery.

Our next regular meeting will be on April 13; all members are urged to attend.

I. H. Shaver

Erie Lackawanna

Salamanca, N.Y. (37). The employes of the Mohoney Division, Erie Lackawanna Railroad, members of Local 37, honored Walter "Bud" Conroy at a dinner party on February 8.

Bud, who has completed 44 years of service, was retiring early due to illness. Starting as a helper in the gang in 1924, Brother Conroy spent many years in camp cars. At the time of his retirement, he was a signalman working out of Olean, N.Y.

Arrangements for the party, held at Myer's Hotel, were made by Martin Seitz and James Graham, both of Salamanca, N.Y. Brother Conroy was presented with a purse of money.

Among the guests were Mr. and Mrs. Robert Dean of Youngstown, Ohio. Mr. Dean is the signal supervisor of the Mahoney Division.

Bud and his wife, Ruth, will continue to make their home at 72 Main, Cuba, N.Y.

J. E. Graham

Penn Central

New Point, Ind. (15). The first meeting of 1969 was held February 8 at 2:30 p.m. in the Barnes Hotel, Indianapolis, Indiana.

Four new members were accepted: B. Miller, K. Dickson, R. A. Herrington and R. Drury.

The grievance committee reported all pending claims had been settled on the property.

It was voted to send a 50th Anniversary Card along with our congratulations to retired Brother Harlan Tracy and his wife. Harlan was our general chairman prior to his retirement.

Several ideas were expressed on how to get more members to attend their meetings. Each member should attend at least one meeting per year. Our next meeting will be held April 12 at 2:30 p.m. in the Barnes Hotel, Indianapolis, Indiana. Let's have some new faces at that meeting.

L. J. Robbins

adv.

Just Published

How 88,648 Heavy Smokers Stopped Smoking

New York — The Anti-Tobacco Center of America has just published a booklet which explains how 88,648 heavy smokers (of whom many are physicians) have stopped smoking without straining their will power. This booklet is available free of charge to smokers. All you need to do, to obtain it, is to send your name and address to The Anti-Tobacco Center of America, Dept. A5F, 366 Fifth Avenue, New York 1, New York. This offer is open while the supply of these booklets lasts.

Obituary

Elmer A. Carlson, retired member of Local 156, Santa Fe Railway, passed away in February. He was 70.

Brother Carlson was a native of Illinois and resided in Highland, Cal., for 21 years. He retired in January, 1964.

He is survived by his widow, Erma; sons, Philip and Donald; brother, Oscar; sister, Mrs. Edna Birdsall; and four grandchildren.

The officers and members of Local 156 extend deepest sympathy to the members of his family.

Ed.

Charles Theby, retired member of Local 132, Terminal Railroad Association of St. Louis, passed away February 17.

Brother Theby started with the Terminal as a signal helper February 17, 1938. In April 1939 he was made a signal maintainer. He was signal maintainer at Perry Tower at the time of his retirement in February, 1958.

The officers and members of Local 132 extend their deepest sympathy to the members of his family.

Wm. Mueller

John J. Tonnessen, retired member of Local 75, Delaware & Hudson Railroad, passed away January 19. He was 62.

Brother Tonnessen was employed on the extra signal gang, Susquehanna Division, as a signal mechanic from 1942 until his retirement on disability pension July 1, 1967, after 22 years of service.

He left no survivors but will be greatly missed by his many friends and the officers and members of Local 75.

D. H. Silvernail

W. A. Keener, retired member of Local 62, Penn Central, passed away January 24. He was 91.

Brother Keener was employed as a T. & S. Maintainer at Greensburg, Pennsylvania at the time of his retirement on October 1, 1942, after 39 years of service.

The officers and members of Local 62 extend sincere sympathy to the surviving members of Brother Keener's family.

Ed.

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